



AAUW Arizona Fall Forum

Saturday, November 7, 2020 10:00 am – 2:45 pm
Via ZOOM (FREE but registration required)

**Taking Our Trailblazing Advocacy to the Next Level:
Becoming a Better Champion for All Women and Girls**

Registration Deadline - Tuesday, Nov. 3rd

To register please copy the following link in a browser window to access the registration form: <https://forms.gle/doNVsuSCWutKMEyb6>

See the schedule and speakers on page 2.

AAUW Arizona Seed Money Grants Grow Community Responses!

Turning \$500 into Action for Public Education

Education is a core value for the American Association of University Women. All AZ branches were given \$500 for the AAUW 4 AZ Public Education fund to be used in partnership with Pre K-12 traditional school districts. Read the reports of the variety of approaches as branches reach out to address the needs of school districts and the student achievement gap.

Green Valley sees **\$500** grow to **\$16,850 project!**

Green Valley AAUW members met with Continental School superintendent Roxana Rico, Director of Business Services, Greg Schubert, and Director of Technology Services, Allen Magallanez to determine what was needed to boost educational quality and student achievement. The staff also presented at our Public Policy Meeting. It was determined that Chrome Books were desperately needed for first graders to achieve equity within their learning experiences and classroom environment. Therefore, our AAUW board voted unanimously to spend \$500 on Chrome Books.

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Equity Now: Together, we can achieve a vision of equal opportunity for all.

President's Message

A challenging and educational Fall Forum



Hope you are all staying healthy and safe amid our rising numbers of COVID 19 cases. Unfortunately with our number of cases rising we are not able to meet in person for our Fall Forum.

The Fall Forum will be presented using ZOOM with breakout sessions, in a sense working with our technology in order to connect with each other.

If you have not yet registered for the Forum, the registration is available on the state website, I urge you to join us. We have an amazing group of presenters that I am sure will give us their perspective on system racism and possible ways we can make changes in our own branches, etc.

I would like to remind you that our board meetings are open to the membership and I invite to attend, the next board meeting is scheduled for Wednesday, January 20th at 4:00 pm, we meet on ZOOM, let me know if you would like to attend and I will send you the link.

I look forward to meeting and working with all of you in the coming months.

.....Ana Nygren



Fall Forum 2020 Schedule and Speakers

Welcome 10:00am

Speakers:

- ❖ Definitions of systemic racism (Dr. Stephanie Trautman Robins - Department Head: Gender and Women's Studies – University of Arizona)
- ❖ Manifestations of systemic racism (Liane Hernandez - Community Outreach & Education Director -YWCA)
- ❖ Opening up to accountability (Kristen Garcia-Hernandez - Girl Scouts of Southern Arizona)
- ❖ Applications to AAUW (Kim Churches - CEO AAUW)

Break 12:30pm – 1:00pm

Small group work (Zoom Break-out discussions)

Action Items with branches

Large group report out

Closing remarks

Registration Deadline: Nov. 3rd. To register please copy the following link in a browser window to access the registration form:

<https://forms.gle/doNVsuSCWutKMEyb6>

For registration questions: rsaauwaz@gmail.com

AAUW Arizona Officers

President	- Ana Nygren
Program VP	- Michelle Higgins
Membership VP	- Sharon Phelps
Recording Secretary	- Cathy Corbin Mannino
Corresponding Sec.	- Sara Schmitt
Treasurer	- Gail Garrison

Branch Presidents:

East Mesa	- Sandra Lackore
Flagstaff	- Dr Sue Peters
Glendale	- Mary Ellen Bloomburg
Green Valley	- Sharon Rezac Andersen & Phyllis Debertin
NW Tucson	- Gail Parsons
NW Valley	- Sharon Astle
Phoenix	- Mary DiCerro
Prescott	- Tracy Smiles
Safford	- AnnJi Craig-Wooten
Scottsdale	- Viva Ashcroft
SE Valley	- Mary Humecke & Candace Cox
Sun City/Peoria	- Kathleen Karol
Tucson	- Linda Alepin
West Valley	- Heather Rayner



AAUW ARIZONA is part of the Rocky Mountain Region of AAUW. With fourteen branches throughout the state, our members have for over fifty years achieved goals for improvement, opportunity, and equity for women & girls in education, the workplace, and the community.

AAUW ARIZONA collaborates with thirteen College/University members to advance partnerships and share membership benefits with the student body and faculty.

Membership is open to all graduates who hold an associate's or higher degree from a regionally accredited college or university.

In principle and in practice, AAUW values and seeks a diverse membership. There are no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability or class.

Your AAUW membership will help close the gender pay gap by 2030, ensure schools and workplaces are free of discrimination and harassment, and create more opportunities for women to lead. It will also connect you to a powerful network of more than 170,000 women and men across the country who are as passionate as you are about building a fairer future.

Make a Difference

By becoming a member, you're not only joining a community committed to our cause. You're also directly funding our work to:

- Train millions of women to [negotiate for higher salaries and benefits](#).
- Support state and local [fair-pay legislation](#) to ban the use of salary history in hiring, a practice that puts women at a financial disadvantage.
- Develop more women leaders through workshops and [conferences](#).
- Fund the [research](#) that is informing national conversations on the gender pay gap, women's student-debt burden, and other key equity issues.

Mission & Action: Monthly updates on AAUW's work, including gender equity research, legislation, news, events and easy opportunities to take action.

Action Alerts: Periodic emails to alert you to breaking news and urgent opportunities to act on policies or legislation that affects women.

Explore the Issues

Together, we can reach gender equality in education, economic security, and leadership. Follow these links to learn more about our priority issues and how we work to achieve our mission: Equity for all.

- [Education](#)
- [Workplace & Economic Equity](#)
- [Leadership](#)

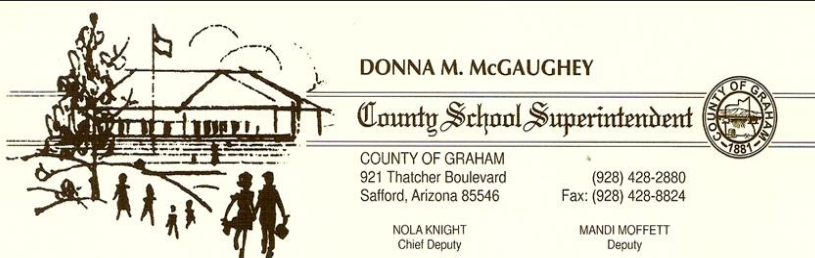


Green Valley report continued from page 1

When the Green Valley Silversmith Lapidary and Cyclist Clubs heard of AAUW efforts they also contributed growing the fund to \$1,250.

A week later, Superintendent Roxana Rico received a call from an anonymous donor asking what the school needed. When Ms. Rico told her Chrome Books, the woman contributed \$8,000. Later when Ms. Rico was speaking with The Better Together Coalition that connects students to the internet, she talked about AAUW funding and the others who had donated to Chrome Books. The Southern Arizona Coalition provided another \$7,500. With AAUW providing \$500 and another \$100 from a friend of one of our members, donations from the Lapidary and Cyclist members, the anonymous donor and Better Together Coalition, the Chrome Book total donations increased to \$16,850. We were overwhelmed!

During this time, AAUW endorsed Prop 450, encouraging a YES Vote to continue the Continental School District Budget Override. The funds will be used to maintain current class sizes, keep full-day kindergarten, continue music and physical education without increasing a property tax rate. AAUW 4 AZ Public Education has connected AAUW to additional community members and groups, excited and engaged our membership while providing progressive events during COVID-19, and acquainting us with the administration, function and educational enhancement needs of our local school district.



October 19, 2020

Gail Garrison
1931 E. Canyon Wren Way
Green Valley, AZ 85614-6036

Dear Members of AAUW Arizona,

I can't thank you enough for your willingness to show support to the new teachers in Graham and Greenlee Counties. As you know, fewer and fewer people are coming into the teaching pipeline. With turn-over so high, we knew we had to try something to show our newest teachers they are valued and supported. We are in our 4th year of the *Supporting and Sustaining Teachers* – "New Teacher Coalition." Our goal is to work with these new teachers and to keep them from becoming another statistic in the wave of educators who enter the profession and then leave after 2-3 years. The response and feedback has been very positive, so we are at it again!

We are grateful to you for the professional development book grant for the Safford Branch. Your \$500 donation for the purchase of the books *Tools for Teaching* and *The First Days of School* is very much appreciated! The teachers were extremely pleased to walk out of our first meeting with more "tools" in their toolkit of classroom management support, a new network of peer and administrator support AND support from you!

Thank you so much for joining our endeavor to show "We Support Our New Teachers." We appreciate your warm enthusiasm toward this project!

Very sincerely,

Donna M. McGaughey
Donna M. McGaughey

**Safford Branch
Project**

Roxana Rico made this statement when we discussed the tremendous support for Chrome Books, "This is what can happen when communities work together for the common good. There is no greater investment than education for our children!"

Sharon Rezac Andersen, Green Valley Co-President and Co-Chair AAUW 4 AZ Public Education

SE Valley Branch Project: Library Books for San Marcos Elementary School

The project is to provide books about women who have made a difference in history. Each book will be stamped with an AAUW message.

The inside cover of each book will have a stamp and a statement identifying the Southeast Valley Branch as the donor and a statement of the AAUW mission. Every child, parent and teacher who uses these books will become aware of our branch and the women who have accomplished important goals throughout history. The \$500 from State AAUW will be used totally for the books.

Judi Edmonds, co-project manager with Ellie Watland



College Connections: Supporting the Education of Women and Girls

NCCWSL Information and Application

The AAUW National Conference for College Women Student Leaders (NCCWSL) will be held May 26 - 29, 2021 at the University of Maryland in College Park, Maryland. In 2019 eight hundred students attended NCCWSL.

The AAUW website has information about registration, costs, the agenda, and scholarships. Go to: "Attend NCCWSL - AAUW" for the details.

On November 2nd Early Bird registration opens. This approach will save a student \$100 off the cost of the regular registration fee of \$585. Also available at the website is the application for a national NCCWSL Scholarship. This scholarship could cover the cost of the entire registration.

AAUW-AZ has two awards available for Arizona college or university students to attend NCCWSL. Each award is worth \$1,500/student to cover the cost of the registration fee and travel expenses. The student must pay for the conference and travel costs out of pocket before attending the conference. They will be reimbursed upon their return and submitting their receipts. See the attached NCCWSL application on page 10. Completed applications are due by January 15, 2021.

This conference is considered the premier event for college women in the United States and globally. Please encourage students at your local colleges and universities to apply.

Ann Mitchell, Chair - College Relations

Faces of AAUW

***When We Empower Women.....
She does not just change herself -
she changes her household,
she changes her community, and
it's possible she changes the world.***

By A Past NCCWSL Attendee



Spotlight on College Member Glendale Community College

Glendale Community College, home of the Gauchos, is one of the ten Maricopa Community Colleges. The main campus located at 59th and Olive Avenues was established in 1965. The Mission is to prepare students for further higher education, employment and career advancement, as well as successful participation in a global society.

Continued next page.

Glendale Community College continued...

Glendale Community College can boast of their vast economic impact on the West Valley. A significant number of students receive financial aid and scholarships. The students can enroll in 80 degree and certificate programs and over 50 clubs and organizations. Among the values at GCC are inclusiveness and community - treating individuals with decency, dignity and respect.

Dr. Teresa Leyba-Ruiz, President, in her welcome message states, "I know first-hand the trials and challenges our students face today. With that in mind, I believe the purpose of a community college is to offer a path of empowerment through education, a chance to reach for dreams and goals you never thought within your grasp".

.....Ann Mitchell, Chair – College Relations

AAUW and Yavapai College: Partners Uplifting a Community



A continuously evolving partnership between Yavapai College and Prescott's AAUW was formed early in 2000 when Mary Alice Moulton and other representatives of AAUW attended a YC Governing Board meeting and urged the development of a family enrichment center. From that time on, AAUW Prescott and Yavapai College have worked together in a variety of efforts from providing support to children of mothers attending the campus to launching the Sister-to-Sister mentoring program and initiating a second mentoring program. Thirty AAUW members joined faculty and staff from Yavapai College for a training session.

In recognition of Arizona's Centennial, AAUW began a new endowment: the Centennial Scholarship targeting second semester women in STEM fields on the Yavapai Campus. Fundraising for these two initiatives is an ongoing endeavor as our branch seeks to provide support to an increasing number of Yavapai College students.

Branch efforts in partnership with Yavapai College have included Teen Maze (a county-wide effort encouraging youth to make good choices), the Dreams to Reality and Career Fair, Tech Savvy, and the mentors Traveling Team. Several of our members serve on college committees, including the Family Enrichment Center. Our written support for federal grants is also sought. As YC President Penny Wills has said: *"We are so fortunate to have the support of AAUW."*

More recently our branch members have participated in the summer LEAD program on both Prescott and Verde campuses of Yavapai College. When our branch wrote in support of an AAUW national grant to encourage women students entering college we also agreed to participate in the summer orientation program as mentors. Although the grant expired this past year, the college will extend the program and anticipates the continued support of AAUW mentors.

Many members contribute to the college both financially and through service, and members are active on campus in a variety of activities including serving on the Yavapai College Foundation Board and are active in both participation and leadership roles with the OLLI Lifelong Learning program at the college. Our scholarship efforts have continued, and both funds reached their fully funded endowment goals in 2020.

AAUW's relationship with Yavapai College is a two-way street. All AAUW general meetings are held at the college, the only available venue that will accommodate our large membership. We also hold all of our fundraising events and state meetings at the college, all at no cost to AAUW. This is a relationship that benefits both parties. It is easy to see why the Prescott branch stands out among state AAUW branches. Its relationship with Yavapai College is unique. We are partners committed to uplifting our community.

.....drawn from an article by Claudia Greenwood, AAUW Prescott Branch

The AAUW Arizona College Network is on Facebook!

The "**AAUW Arizona - College Network**" Facebook page is up and ready for you to Join Us! This page is **CLOSED** to the general public, but **OPEN** to any AAUW Arizona member. We hope that branch officers and appointed board members, college liaisons, scholarship committee members and other interested members will jump on board. The page is designed to post stories and information of significance about college staff and students.

.....College Network Facebook administrators - Joye Kohl and Ann Mitchell



The 21 Day Challenge

The College Connection Team is in the process of developing a partnership with the YWCA Metro Phoenix. The "Y", as some of us knew it, has certainly changed over the years. Their

website and Facebook page state, "YWCA IS ON A MISSION - eliminating racism, empowering women".

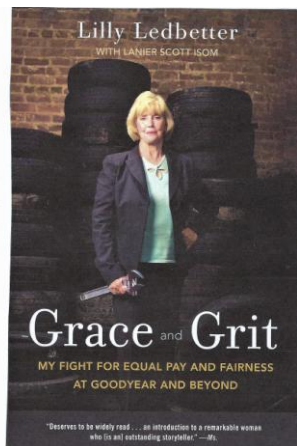
With these goals in mind, they made available the **21 Day Challenge** which started Oct. 5th. According to their staff, this current challenge is centered on how women across our community are equal, powerful and unstoppable, even if they are not seen as such. It is an opportunity to learn about Arizona's powerful women, how your vote can shape our future, and the economics of womanhood. Participation in an activity like this helps us understand how racial and social injustice impact our community and how to identify ways to dismantle inequities and discrimination.

- ❖ Each day has learning options for participants to choose from in order to shape personal learning.
- ❖ There is a dedicated YWCA Facebook group for dialog, engagement, and to support participants along the way.
- ❖ There is no cost to participants.

This opportunity is for everyone who wants to be part of the change. The <https://ywcaaz.org> link provides website information and registration.

Ann Mitchell, College Relations Chair with assistance from....
Michelle Ramos, Prosperity Programs Director, YWCA Metro Phoenix

THE FACE OF EQUAL PAY FOR EQUAL WORK



Lilly Ledbetter grew up an only child picking cotton and milking cows in Possum Trot, Alabama, making extra money for her family. When Lilly's dad returned from the navy in '46, the family's quality of life improved substantially. He built a slightly bigger house and installed indoor plumbing. They were the only folks around with a television, but money was always a problem. Lilly was near the top of her high school class, and her teachers encouraged her to go to college; however, that cost too much. Her mother was an extremely negative person, and Lilly getting married early was about the only thing she was positive about. At seventeen, in 1955 she married Charles, who turned out to be her soulmate until his death in 2008.

Lilly's first job was at the GE plant until it closed. Struggling financially with two children, Lilly loved her next job with H&R Block; however, she was laid-off in the economic downturn in the 1970s. At 41 in 1979, paying college tuition for their two children, Lilly's dream job, to work at Goodyear Tire & Rubber

..... continued on next page

The Face of Equal Pay for Equal Work continued.....

began with training as its first female manager. Noise, smells, and machine accidents were enough for her to question working there. Women before Lilly had quit, but she felt like a trailblazer receiving some GY encouragement. Daily hassles, especially sexual harassment, were a wake-up” call to action. What became a very lengthy process began with reporting to GY a sexual harassment “repeater”. But getting no support from GY, Lilly contacted the Birmingham EEOE. Learning sexual harassment and retaliation for rejecting advances were illegal under the Title VII of the Civil Rights Acts of '64, Lilly contacted an attorney. A rocky road began with the sexual harassment complaint followed by the first EEOC investigation. Lily was transferred to quality control, but nothing changed for the harasser. After six months Lilly won the right to sue and file a lawsuit. Instead her lawyer negotiated an agreement with GY to reinstate her as a supervisor in the final finish department.

Disciplining workers often followed with serious and dangerous consequences, such as slashed tires and fenders, tampered gear cables, being followed closely as she drove home. Her boss told her she was getting paranoid but allowed Lily to park next to the security guard's office. Handling the work problems led to stress-related health issues. Lilly took up ballroom dancing, eventually winning competitions. When work problems became so stressful, dancing was her outlet. With Lilly's encouragement, Charles joined in.

After sixteen years, an 8% pay raise and the Top Performance Award, Lily heard about a plant manager wanting “that woman gone.” The (predator) manager gave Lily a poor performance evaluation the same year of her award. Production reports were downrated from two area managers alleging she was not pulling her weight—certainly not true. She was told she was bad for morale – just retire! This same manager when confronted said he had to write up somebody!

In 1998, Lilly accepted early retirement offer that GY made to many employees. Shortly thereafter she received an anonymous note with names of three area managers and their salaries. This humiliated, frustrated, and angered Lily, who was making 15% to 40% less a year. This led to filing a second EEOC complaint for pay discrimination. GY made an exceedingly small offer to settle the case which Lilly refused by making a counteroffer; to which GY never responded.

Lilly's case made it to the Supreme Court (2006), which eventually ruled 5-4 Lilly had no recourse because the suit was not made within 180 days of her first paycheck. Judge Ruth Bader Ginsburg gave a strong dissenting opinion of the 180-day rule. Within 18 months, with bi-partisan support, Congress passed the Lilly Ledbetter Fair Pay Act of 2009, which restarted the 180-day clock every time a discriminatory paycheck was issued. Judge Ginsburg changed Lilly's life and the country.

.....Joni Williamson, NWV Branch and Life Member

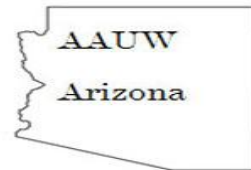


More Than a Paycheck

Women working full time in the U.S. are paid 82% of what men earn. At the current rate of change, we won't achieve pay equality until 2093.

AAUW's report, [*The Simple Truth About the Gender Wage Gap*](#), shows that a gap exists at all levels of work in almost every occupation. There is a gender pay gap in [*every state*](#). It cuts across all age groups and demographics, widening significantly for women of color. The gap greets a woman as soon as she gets out of college and grows wider throughout her lifetime.

Reaching Into The Community Establishing Partnerships



AAUW Prescott Branch kicked off the new year with a presentation by Flagstaff mayor Coral Evans, who presented "The City of Flagstaff's Climate and Adaptation Plan." This highly engaging presentation inspired members to write letters to the Prescott mayor expressing a desire to see similar plans here. Last month, Dana Kennedy from AARP AZ presented a program that examined aging from a "feminine perspective," and next month retired colonel Felecia French will lead a program honoring women in the military, which will include her recent work she on the Navajo reservation as a nurse volunteer in response to the COVID-19 outbreak.



The Prescott Branch currently hosted their first scholarship fund raiser, *A Stroll thru Victorian Prescott*. After making a donation, participants received a link to "Welcome to Prescott's Victorian Homes," a 10-page guide researched and written by the AAUW Scholarship Committee. After meeting in the historical district, a committee member was available during the self-guided stroll. The stroll was self-paced, on the sidewalk only, so participants could come and go at their leisure on either of two dates. This highly successful, socially distanced event not only raised a lot of money for the scholarship program, but attracted participation from outside community groups, such as members of the Elks Performing Arts, who showed up in costume.

.....Tracy Smiles, Prescott Branch President



NW Valley Branch Uses Hybrid Meeting Model and Holds Trunk of Treats Fund Raiser

The first two meetings of the branch featured hybrid gatherings, both via Zoom and in-person. The program presentation and business meeting were viewed by both audiences.

The branch is hosting a creative four day Trunk of Treats Halloween rummage fundraiser.

Dates to Remember!

Tuesday, Nov. 3 – General Election - Be sure to VOTE if you have not already done so via the Permanent Early Ballot List or Ballot by Mail

Tuesday, Nov. 3 --- Registration Deadline for Fall Forum - copy and paste the following link in a browser window to access the registration form: <https://forms.gle/doNVsuSCWutKMEyb6>

Saturday, Nov. 7 --- AAUW Arizona Fall Forum via Zoom (see page 1 – 2 for more info)

Thursday, Dec. 20 --- Deadline for Photos, Stories and Branch Digital Reports for "The Sun", January AAUW AZ Newsletter -- Please send digital files to Joye Kohl, editor, by Dec. 20, 2020.

**AAUW Arizona NCCWSL Application**

Name _____

College/University _____

Email /Campus _____

Year in School _____ Major _____

Mailing Address _____

Email /Personal _____

Phone _____

On a separate page, respond succinctly to the following questions:

1. What do you hope to gain from the National Conference for College Women Student Leaders and how would you potentially use your experience on your campus and in your community? ***
2. Community Involvement and Leadership Experience: Please list any community/ civic involvement or extra-curricular activities in which you have participated during the past two (2) years, including dates of the activity and leadership positions you have held.
3. You are required to be available during the 2021-2022 academic school year to speak to the members of AAUW Arizona and/or college student groups about your experience at NCCWSL. How do you propose to complete this obligation? (for example, virtual presence, attendance at meetings, via multi-media presentation, etc.)?
4. Please itemize your proposed expenses and the amount of AAUW Arizona funds you are requesting. Depending on the number of applicants, and as approved by the state board, a limited number of scholarships of up to \$1500 each will be awarded.
5. Provide letter of recommendation from one of your college professors who can speak to your character, qualities, and career aspirations.

**Please e-mail your completed application and recommendation to
Ann Mitchell at: awmitchell@hotmail.com.**

Your application must be received by January 15, 2021 to be considered for this award.